

Personnel

Add to our Manning Table

- One additional Law Enforcement Training Specialist with certification in physical tactics (defensive tactics) to obtain a better student to instructor ratio.
- One legal instructor for future expansion into the areas outlined in "Legal Training".
- The appropriate number of support personnel to handle the building expansion outlined in "Facilities".
- One generalist instructor to assist with additional students that a building expansion would accommodate.
- Part-time positions to provide additional security during weekends and holidays.

Technology

- Transition computers to one platform: Windows XP. Upgrade computer capabilities to include DVD writers on key computers for purposes of backing up data and storing this data in different locations in compliance with COOP and NIMS programs.
- Construct the new building with wireless Internet capabilities.
- Build new conference rooms with audiovisual capabilities to include T1 lines.

Media Center

- Purchase equipment, software and computers for presenting digital forensic photo schools.
- Upgrade media equipment over the next five years with new technology including high definition format. Over the next ten years, upgrade cameras and editing equipment for producing high definition media products.

Facilities

- Conduct a feasibility study for an expansion of the dormitory and classroom structure, capable of housing 200 students as well as the appropriate number of classrooms to train these students. The primary goal for this expansion would be to relieve over crowded dorm conditions and return present dorm rooms to two person rooms. Two hundred additional beds would provide a 25% increase in the number of students who could be trained. An expansion will also provide cafeteria and study facilities to handle the additional in-service students that will need training for the increased demands of the future. The new addition should mirror the present structure for classrooms and support functions.
- Obtain funding for the building expansion upon completion of feasibility study.
- Obtain grant(s) to complete our security plan for the building and grounds to include emergency power generators for the buildings so that training functions and emergency response programs would not shut down due to disasters.
- Obtain grant(s) to up-date driving simulators for EVO.
- Construct urban street grid for driver training.
- Build three "pole buildings" with one at the firearms range, one at the EVO facility and one near the pond for use in extreme weather for the STOPS program, tactical training, field days and EMS.
- Build a 50 student classroom at the firing range. Students presently must drive from the main building to the range area between classroom presentations and practicing skills.
- Explore continued collaborative ventures to utilize existing facilities across the state in order to deliver training off-site to officers.



Salaries, Pension, and Benefits

- Upgrade and/or reclassify essential job classifications in order to recruit/retain quality employees.

Cost-cutting Measures

- The Academy has implemented a four day work schedule for most basic class training weeks that has already resulted in a \$50,000 annual savings in food and utility cost. Future cost reductions are now being implemented for laundry and postal services.
- Copy manuals (firearms, physical tactics, etc.) and some courses on CD or DVD to bring in-service training closer to a paperless environment for cutting printing costs.

Funding

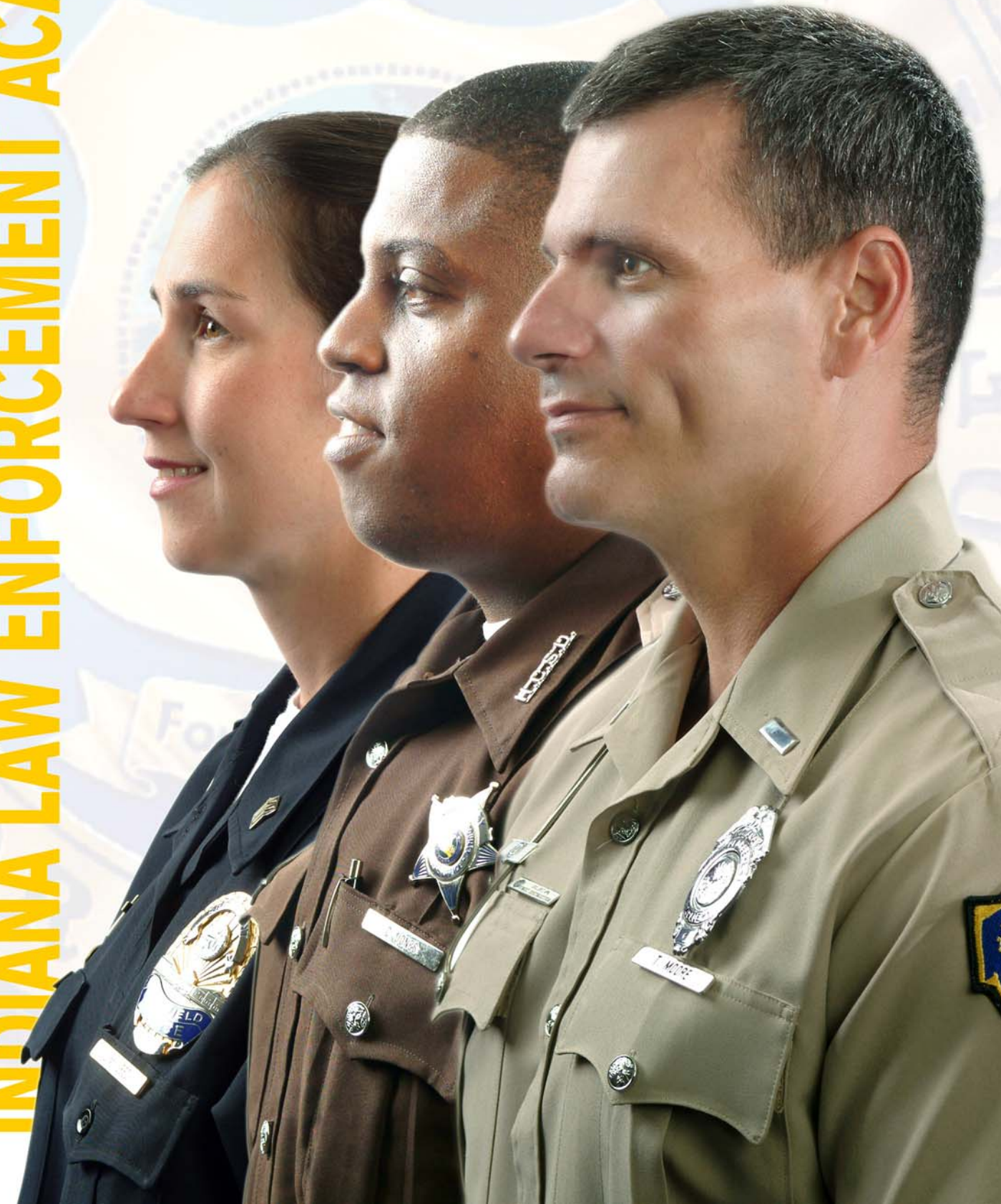
- The Academy staff feels it is important that the Academy return to a totally dedicated fund approach for financing academy training.
- Research alternatives that would finance the Academy through a dedicated source or sources.

Other Goals

- Begin producing an end-of-year report, that will reflect trends, training numbers, types of classes presented, changes in focus and likely future direction.

Strategic Plan 2007

INDIANA LAW ENFORCEMENT ACADEMY



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Indiana Law Enforcement Academy Strategic Plan 2007



As the state's premier law enforcement training facility, the Indiana Law Enforcement Academy (ILEA) provides basic and in-service training to Indiana's certified law enforcement officers, reserves, jail and communication officers and pre-basic students.

Through its facilities and staff, the Academy trains over 400 basic students per year as well as 1800 in-service officers. Through its Instructor Development and certification programs, the Academy provides for the annual training of the state's cadre of 14,000 regular officers.

Focusing on its mission of instilling discipline and values, the Indiana Law Enforcement Academy leads the country as the largest state basic training academy in the United States. Beyond technical education, the Indiana Law Enforcement Academy has long had the philosophy that values and respect are as important to the police service as technical expertise.

THE VISION DECLARATION

A world-class academy that trains law enforcement professionals for service.

Developing a professional level law enforcement officer for service to the state and its citizens has long been the focus of our training effort.

The Mission Statement

Indiana's center for law enforcement education. The Academy prepares law enforcement professionals for service through rigorous training based upon values and respect.

In a time when values, respect and discipline have faded from many institutions, the Academy is committed to retaining and teaching these virtues.

Values

- **Integrity**

Your word is your bond – say what you mean, do what you say.

- **Caring**

Treat people with dignity and respect.

- **Commitment**

Mission accomplishment through focus.

- **Teamwork**

Achieve success through empowerment and trust.

- **Competence**

Know your job and do it well.

In the coming five years, ILEA is preparing to step into a role of leadership for the 21st century. Already at a high level of sophistication in police training nationally, the Academy is preparing to offer additional courses and world-class facilities not easily sponsored by local departments. Within this time frame, ILEA plans to:

Curriculum

- Implement additional basic training modules on terrorism and disaster response (Awareness and Operational levels) conducted in accordance with the COOP and NIMS Programs.
- Incorporate Problem-Based Learning into the training curriculum. This will assist in developing critical thinking competencies (Analysis, Synthesis, Evaluation) simultaneously with basic knowledge acquisition.
- Modify field day exercises to focus on the academic, technical and legal issues as well as the tactical skills so that academic training can be reinforced in scenario based training. These include scenarios to test students on search and seizure laws, Miranda warnings, pat downs, property seizures and confiscations.
- Continue to develop and implement training courses to be presented through various distance learning mediums.



Legal Training

- Expand legal training programs to include coroners, fire investigators, railroad police, DOC investigators, private security, court staff, and probation/parole officers

Physical Training

- Investigate/research the need to reincorporate physical training into the basic course curriculum for general police efficiency, e.g., protecting against back problems, job injuries, etc., through a job task analysis with our Indiana police departments. This study would also help validate the physical assessment entrance and exit



standards presently used.

In-service Training

- Have Envisage's Acadis (an integrated, comprehensive, academy-wide software program for registration, records, testing, facilities and business) up and running in the next two years. This would move us closer to a paperless environment. Registration and end-of-year reports could be completed from local departments through the Academy website. Test results for basic and in-service students would be automatically downloaded to the student's file for more efficient record keeping.



For All The People